



Subject: Compensation for U.S. Pastors

Dear Local Church Treasurer and Finance & Stewardship Committee,

The North America Leadership Council met recently and approved a 3% base salary increase for pastors in North America, effective June 1, 2016.

The following is a breakdown of the approved 3% increase:

	<u>Currently</u> <u>(2015/16)</u>	<u>Effective</u> <u>June 1, 2016</u>
Weekly	\$1,115.67	\$1,149.14
Monthly	\$4,834.34	\$4,979.37
Annually	\$58,014.47	\$59,754.90

The following *Statement of Reaffirmation Regarding Pastoral Compensation* was presented by the F&S Assembly Committee and approved by the 2014 Assembly:

The treasurer of the local church is to send ten percent of all tithes received into the local church each month along with the monthly treasurer's report to the International Offices (United States, Virgin Islands): all other locations, reports should be sent to their national/regional office, in their respective area, or contact their national overseer for the correct information. (*Present Financial System, Pg. 76, 96th International Assembly Minutes*)

Pastoral compensation is to receive first consideration of the 90% of tithes remaining in the local church. A minimum base salary for pastors where funds are available is suggested each year by the *North America Council*. This amount is not intended to reflect a maximum compensation, but a base to be built upon. Health insurance coverage, retirement assistance, educational assistance, and other benefits would be in addition to the base salary and should be funded from the 90% of tithes remaining in the local church treasury.

In those local churches where funds are not available to pay the minimum base salary, the 90% of tithes remaining in the local church is designated as pastoral compensation until the recommended base salary is met. The key role of pastors must not be underestimated. In this church we want to be **pastor passionate**.

I wish to express my personal appreciation to you and the local church for honoring and valuing your pastoral family. I also want to thank you for your faithfulness in stewarding the financial affairs of the church, which is a great responsibility.

Serving Together,

A handwritten signature in black ink that reads "Tim Coalter".

Tim Coalter, General Presbyter
North America Ministries